

**EXHIBIT 23**  
**Redactions Approved by**  
**Court Order (ECF 220)**

Ulku Rowe (urowe) | L8 / Principal Technical Solutions Consultant

2019 Q3

●●●○○ Exceeds Expectations

## Rating history

2019 Q3 ●●●○○ Exceeds Expectations	2019 Q1 ●●●○○ Exceeds Expectations	2018 Q3 ●●●○○ Exceeds Expectations
2018 Q1 ●●●○○ Exceeds Expectations	2017 Q3 ●●●○○ Exceeds Expectations	2017 Q1 NA

## Rating notes

[NEED VERTICAL FEEDBACK]

Role description (50 words): Spent half of the period in vertical team, half in octo. Spends most time representing Google externally and with financial services clients

Key accomplishments with data, metrics - the "what" (200 words, get input from the Googler if needed, be specific, reference KRs when applicable):

Obj: Team (how did the OCTO make OCTO and Cloud better?)

-Hiring: key interviewer, and coach for candidates

Obj: Co-innovation (how did the OCTO make a material difference with strategic brands either as swarmer or primary?)

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Obj: Market shaping (how did the OCTO engage with the market to share ideas and opinions?)

-blog on libra

-podiums: retail vision 2019 (peer bonus)

Obj: Product Strategy (how did the OCTO contribute to our Google product strategy?)

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Critical behaviors that helped the Googler deliver effectively - the "how":

-inspires followership

Why not higher: no discernible product, large co-innovation brand, team impact

Why not lower: very important contributions to external thought leadership